

# Scituate Diversity, Equity, and Inclusion Committee (SDEIC)

Wednesday, January 19, 2022 6:30pm Amended MINUTES  
via Remote Participation due to COVID-19

Governor Baker's declaration of a public health emergency and the related Emergency Executive Order dated March 12, 2020 has been extended until April 22, 2022. This meeting will be recorded by Scituate Community Television and can be viewed live on Scituate Community Television Facebook Live. The recorded meeting will be available the following day on Comcast Channel 9 and YouTube Scituate Community Television.

<https://www.youtube.com/watch?v=NiIPLqalSgo>

## Members

### Non-voting Members:

Bob Clark  
Maura Curran  
Amanda O'Shea

### Voting Members:

Elena Gulotta  
Angela Ribeiro-Dray  
Celia Richa  
Jim Six Tiger  
Thomas Secaur  
Natasha Stewart  
Kate Swope  
Ruth Yasin

*(Amendment - changed the incorrect day to Wednesday)*

Members Absent: Bob Clark, Amanda O'Shea, Celia Richa, Natasha Stewart

## AGENDA

1. Chairperson Secaur - Called the meeting to order and read the remote participation and viewing options.

Motion made to open the meeting by Chairperson Secaur at 6:31pm. Seconded by Ms. Yasin.

Roll call vote - unanimous approval - 6/0 (2 absent)

Elena Gulotta - yes  
Angela Ribeiro-Dray - yes  
Celia Richa - absent  
Thomas Secaur - yes  
Jim Six Tiger - yes  
Natasha Stewart - absent  
Kate Swope - yes  
Ruth Yasin - yes

2. Chairperson Secaur read the Scituate DEI Commitment Statement

3. Review and Acceptance of Minutes - 12/14/2021

Motion made to accept the proposed minutes by Chairperson Secaur, seconded by Ms. Swope.

Roll call vote - unanimous approval - 6/0 (2 absent)

Elena Gulotta - yes  
Angela Ribeiro-Dray - yes  
Celia Richa - absent  
Thomas Secaur - yes

Jim Six Tiger - yes  
Natasha Stewart - absent  
Kate Swope - yes  
Ruth Yasin - yes

#### 4. Liaison Reports

- Mr. Adams was not available tonight, so his report was given by Mr. Secaur. The Freedom Team has a lawyer so has a complete team. We look forward to the unveiling of the team and website. The MLK Memorial was on Monday from 1-3pm on Zoom and is now available on YouTube and SCTV & FaceBook. The event included students from every school, music, poetry, art, and adults in the community. Also noted that Michelle Crawford the METCO director is stepping down, and would like to know more about the reasoning behind her decision. There will be an interim METCO director while they search for a new person to fill this position.
- Ms. Yasin - STRIDE - ScituateStride.org - December's STRIDE meeting centered around Indigenous Peoples information - Indigenous Peoples Day plans for MA and other towns; Land Acknowledgements; and changing Town Seals, and even the MA State Seal, to be more respectful of the representation of Native Americans. If you are interested in working on these issues to see what can be done in Scituate, please contact STRIDE, probably best done through their website. Ms. Yasin also read a statement commending Mr. Adams and the team of people who put together the MLK event - a first for Scituate and quite inspiring and inclusive. STRIDE will seek to develop community support. Ms. Dray stated that she would also be willing to participate in this work so we can start a subcommittee devoted to these topics.
- Select Person Curran - Feels that SDEIC had an excellent presentation to the Select Board on 12/21/21, and the SSB will put the Commitment Statement on their agenda for the next meeting to discuss, and hopefully approve, this recommendation made by SDEIC. Ms. Curran noted that in order to inform other committees that all committees will be expected to read a Commitment Statement before their meetings by printing out information to give to the committees. The SSB will also inform SPS of this decision in the hopes that they also adopt a similar practice before their meetings. SSB is back in a Zoom environment due to rising Covid cases in Scituate. Most of their business is related to reviewing budgets. The SSB is recommending masks in public facilities.

#### 5. Public Comment - none

#### 6. Recap of Select Board Meeting from 12/21/2021

Chairperson Secaur noted that we received a very gracious reception at the SSB meeting - our information was well received. There were good questions by the SSB members, and the gender neutral bathrooms recommendation was approved - kudos to those who worked on that. The Commitment Statement was also presented and well received, with the follow up vote scheduled for the next SSB meeting. The presentation also included information about our research around DEI mandatory training for town employees and a proposed Sister-City collaboration with Cape Verde. Thanks to Maura

for helping guide us. She noted that it helped that we had a concise and clear presentation with well-defined actionable items. She noted that we should keep looking at the low-hanging fruit, and that they were excited about the Sister City Project.

7. Review of Project Plan and Opportunities Workbook - (SDEIC Project Plan 1 19 22 - Secaur)

- a. Chairperson Secaur encouraged further additions of issues that people think we should address, which can then be added to our Project Plan.
- b. Sister City update - The question was raised about what is the next step? The SSB is very positive about this concept. Vice Chair Dray and Chairperson Secaur will review materials from the other Sister City organizations and develop a presentation to present to the SSB. Selectperson Curran noted that the SSB usually appoints committees/volunteers in the June/July time frame, so we should not wait for a quarterly review. It was agreed that we be ready by March or April for a presentation at an SSB meeting.
- c. DEI Training for Town personnel - Information has been shared by multiple people about possible DEI training for Town of Scituate employees. Ms. Gulotta suggested that we pilot a program using online, free, self-driven training through LocalGov.U for those employees who have computers and email. KSA Dynamics is another provider that could run a pilot for us, and though there is a cost involved, it would be a live training rather than just on computers. Ms. Swope suggested that we have another meeting with Mr. Clark to discuss the possible budget for the training, plus work-arounds to get access to computers/tablets for those who do not have not usually have this access. If we plan in advance, we might be able to do in-person training in outdoor settings during the spring or summer for a KSA training. Selectperson Curran noted that we will know later in the budget cycle whether there may be extra money available from the state that might be allocated to training. We can check with the IT director about laptop availability. Ms. Gulotta clarified that the KSA training is a recorded webinar which is played live, so probably would be better indoors. Ms. Gulotta noted that it might be helpful to have volunteers, like Mr. Clark or herself, to incorporate more live, interactive elements into KSA training. Another suggestion is that we try out the training by having a couple of people take that training from a couple of different vendors to better evaluate which to choose. Maura suggested that Mr. Clark summarizes what has already been done and who has taken twitch type of training. We would then recommend what training modules should follow, i.e. a type of learning path. Ms. Yasin also encouraged that we have a way of getting feedback from personnel about the value they perceive in getting from the training. Chairperson Secaur summarized that this all means that it is time to have another meeting with Mr. Clark to look into all these details - questions of what is palatable for personnel and town.
- d. DPW - Ms. Yasin reported that we have had discussions with the DPW, notes have been circulated to the DPW for their review, and now we have recommendations both for the DPW and SSB. Would like a preliminary review by a small group, and then put it to the SDEIC committee for a full review before going forward with recommendations to the SSB. Selectperson Curran suggested that Mr. Clark and TA Mr. Boudreau also review these suggestions

before they are submitted to SSB.

- e. Some common issue seen in discussions with various boards is how can we increase communication in general and to target populations? This is a problem for all boards. Ms. Swope suggested that we have a project on communication and equitable access for communication, for example how can the website be accessed, e.g. by Braille or in a variety of languages. Selectperson Curran noted that the Commission on Disabilities may also have similar interests and they have a small budget. Ms. Yasin will contact the Chairperson of Scituate's Commission on Disabilities, Ms. Megan Sommers, to see if she would be available to present to SDEIC an overview of what their commission does and how it might dovetail with our discussions on equity in communication. Ms. Curran noted that Seth and the IT Department are the people who manage the website. Ms. Devin manages the Facebook information. Ms. Yasin noted that the town websites are challenging to navigate and find useful information, which may be an issue with the format of the website, the information that is posted, or that individuals do not know how to navigate the website well enough.
- f. Ms. Swope asked where we are with more data collection, acknowledging that we already have multiple in-flight projects. How do we take new steps in contacting residents-at-large or other departments? Chairperson Secaur noted that since we are working our way through the DPW and SPD recommendations that will keep us busy for the next couple of months. Newer members of the committee had not seen the original questionnaires that had been sent out to the various departments, so Ms. Yasin will send the spreadsheet out with the responses to SDEIC members again. We had previously agreed that the next round of committees for a follow-up interview would be Library, Cultural Commission and Recreation, and then we would develop any recommendations for SSB from the information gathered by these discussions. Ms. Gulotta volunteered to work on this next step with the Library, and Ms. Yasin volunteered to work with her.

8. Other Business (that may properly come before the Committee after agenda is posted)

9. Administrative

- Future Meeting Dates - Feb 8, Mar 8, Apr 12, May 17\*, June 21\*, July 19\*

10. Close Meeting and Adjourn

Motion made to close the meeting by Chairperson Secaur at 7:47pm. Seconded by Ms. Gulotta .

Roll call vote - unanimous approval - 6/0 (2 absent)

Elena Gulotta - yes

Angela Ribeiro-Dray - yes

Celia Richa - absent

Thomas Secaur - yes

Jim Six Tiger - yes

Natasha Stewart - absent

Kate Swope - yes

Ruth Yasin - yes

**List of Documents:**

- SDEIC Project Plan 1 19 22 - Tom Secaur

Respectfully submitted,  
Ruth Yasin